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200

205

210

Define Store Compensation - Setup - Country

Country: USA

Effective Date: 01/01/1997

Min Wage: 5.15

WWWCOMP.COUNTRY [Update/Display]

Figure 2

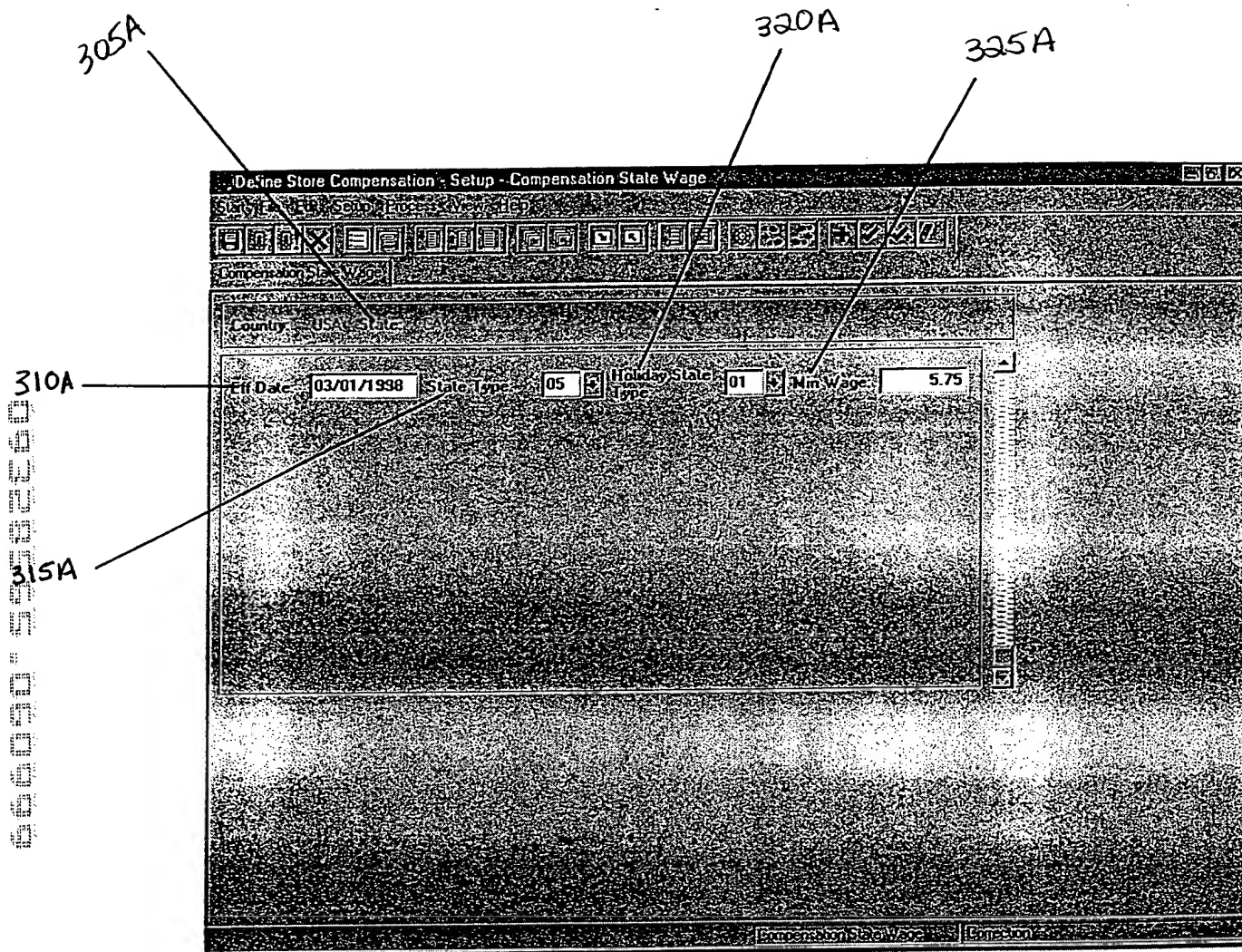


Figure 3A

Figure 3B

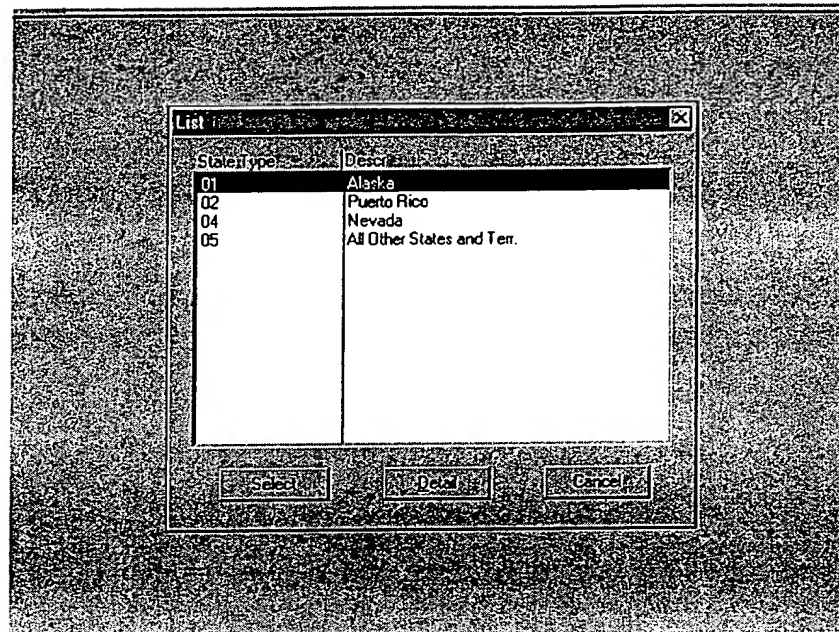
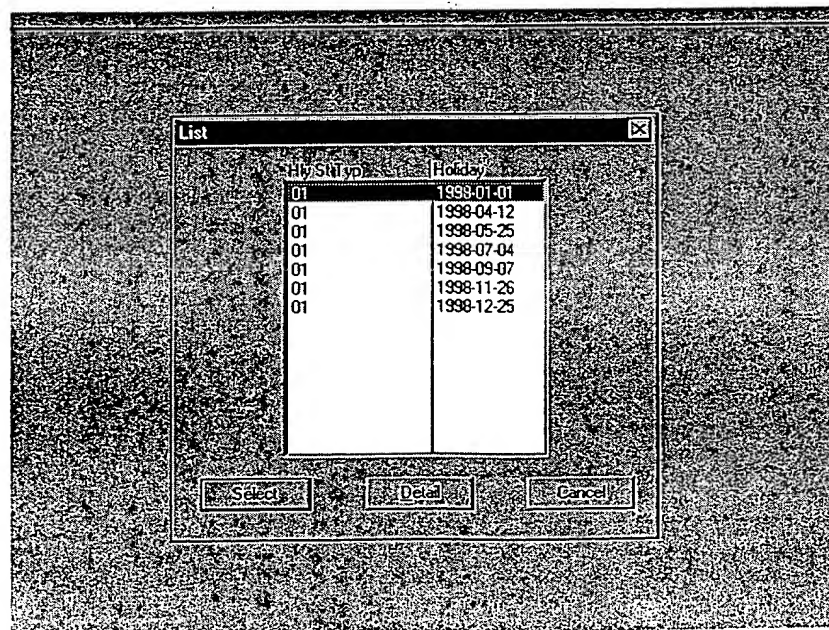


Figure 3C



505

510

Define Store Compensation - Setup - Department Groups

Start File Edit Setup Process View Help

Department Groups

Company: 17

Dept Grp: 001

Description: All merch. depts. excl catalog

Figure 5

610

615

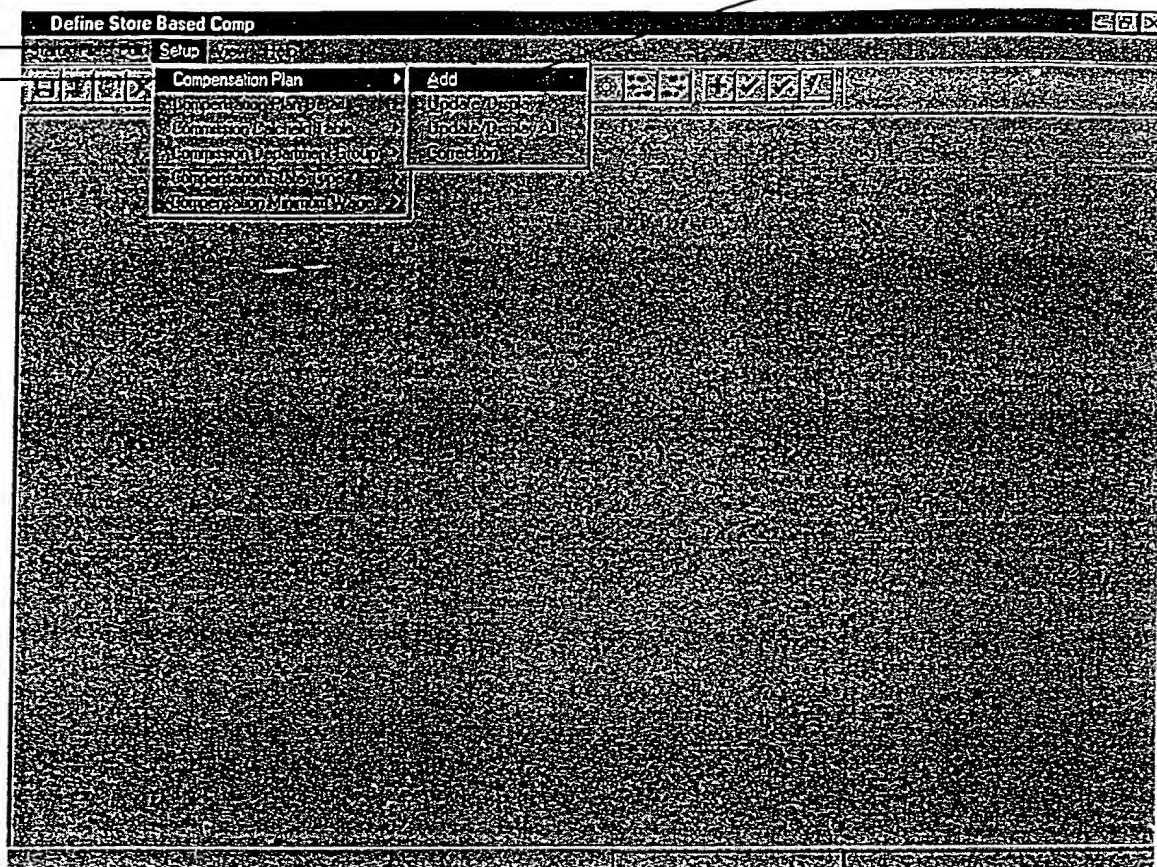


Figure 6

700
705
710
715

Define Store Compensation - Setup - Compensation Plan

File Edit Setup Process View Help

Add - Compensation Plan

Company	<input type="text"/>	OK
Job Function Code	<input type="text"/>	Cancel
Compensation State Type	<input type="text"/>	
Compensation Geographic Area	<input type="text"/>	

Figure 1

905

910

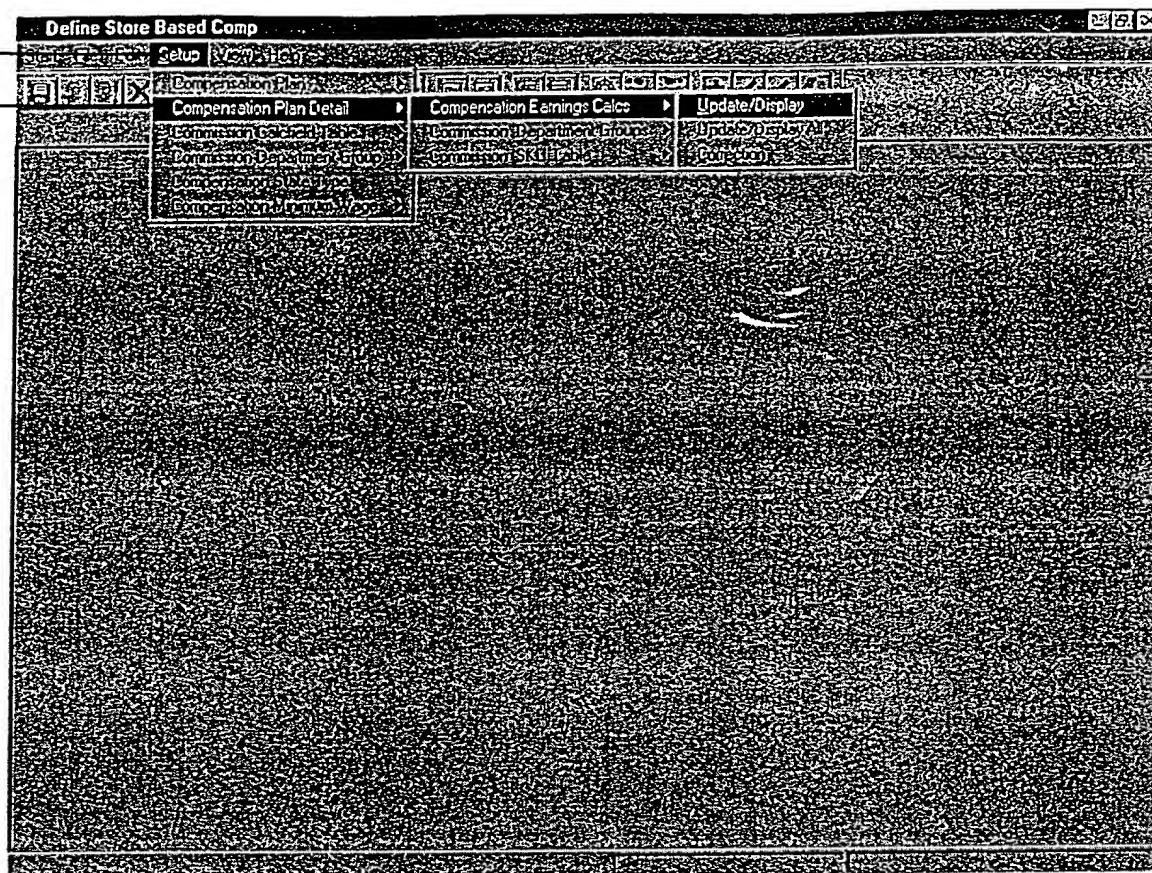


Figure 9

Define State Compensation Setup Compensation Plan Detail

Start | File | Edit | Setup | Process | View | Help

Company: All Change US Job Function: 3701 Com Geo Area: NMT State Type: DC

Effective Date: 03/21/1998

Plan Calc: Plan Entry: Earnings Code: Calc Method: Plan Calc:

Comm Earning Calc Update/Display

1020

1025

1030

1035

1045

Figure 10

6660990-9999999

Premium Calculation	Required?	Description
01	YES	Commission Calculation Routine
02	YES	Hourly Rate Routine
03	NO	Holiday Table Routine
04	NO	Standard Overtime Routine
05	NO	Sunday Overtime Routine
06	NO	Holiday Overtime Routine
07	YES*	Base Adjust Routine
08	YES	POS Feed
09	NO	Minimum Guarantee/Salary Cap
10	YES	Minimum Wage Routine

Figure 10B

1110 1115 1120 1125

1105 1126 1128 1130 1132 1134 1136 1138

1154 1156 1158 1162 1140 1142 1144 1146 1148 1150 1152

Define Store Compensation - Setup - Compensation Plan Detail

Company: **Footlock US** Job Function: **Int NoCom** Geo Area: **NMT State** State: **05**

Effective Date: **01/01/1997**

Prem Calc	Calc Prog	Earnings Code	Calc Meth	Eligb Calc
10 * Minimum Wage	50	ADJ * Shift Adj	5	
01 * Comm Calc Routine	500	COM * Commission	5	
04 * Standard Overtime Rpt	25	OVA * Overtime 5/8	02 * Half Time	
05 * Sunday Overtime Rpt	20	OVA * Overtime 5/8	02 * Half Time	
08 * POS Feed		PRE * Premium P	10 * PS-Rpt	
08 * POS Feed		PRH * Premium Hrs	01 * PS-Rpt	
02 * Hourly Rate Routine	400	REG * Regular Pay		

Start End Prev Next Print Quit

Figure 11

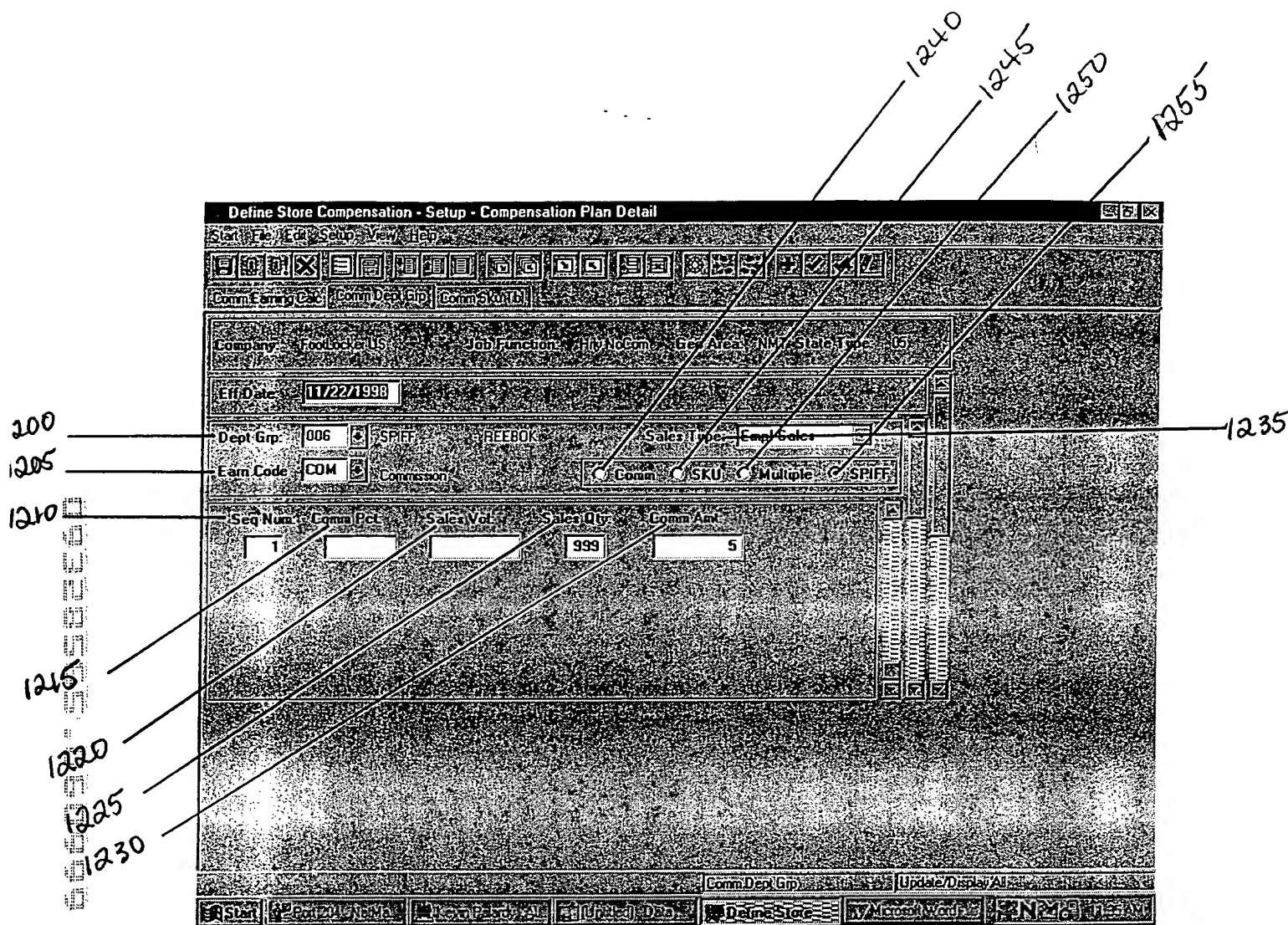


Figure 12

Define Store Compensation - Setup - Compensation Plan Detail

Company: FootLocker US Job Function: DJ Adm B Geo Area: NM State Type: 05

Eff Date: 04/05/1998

Dept Grp: 050 * Demonstration Sales Type: Empl Sales

Earn Code: COM * Commission

☐ Comm
 ☐ SKU
 ☐ Multiple
 ☐ SPIFF

Seq Num	Comm Pct	Sales Vol	Sales Qty	Comm Amt
1			3	
2			10	1.00
3			999	1.50

Comm Dep Grp: Correction

Figure 13

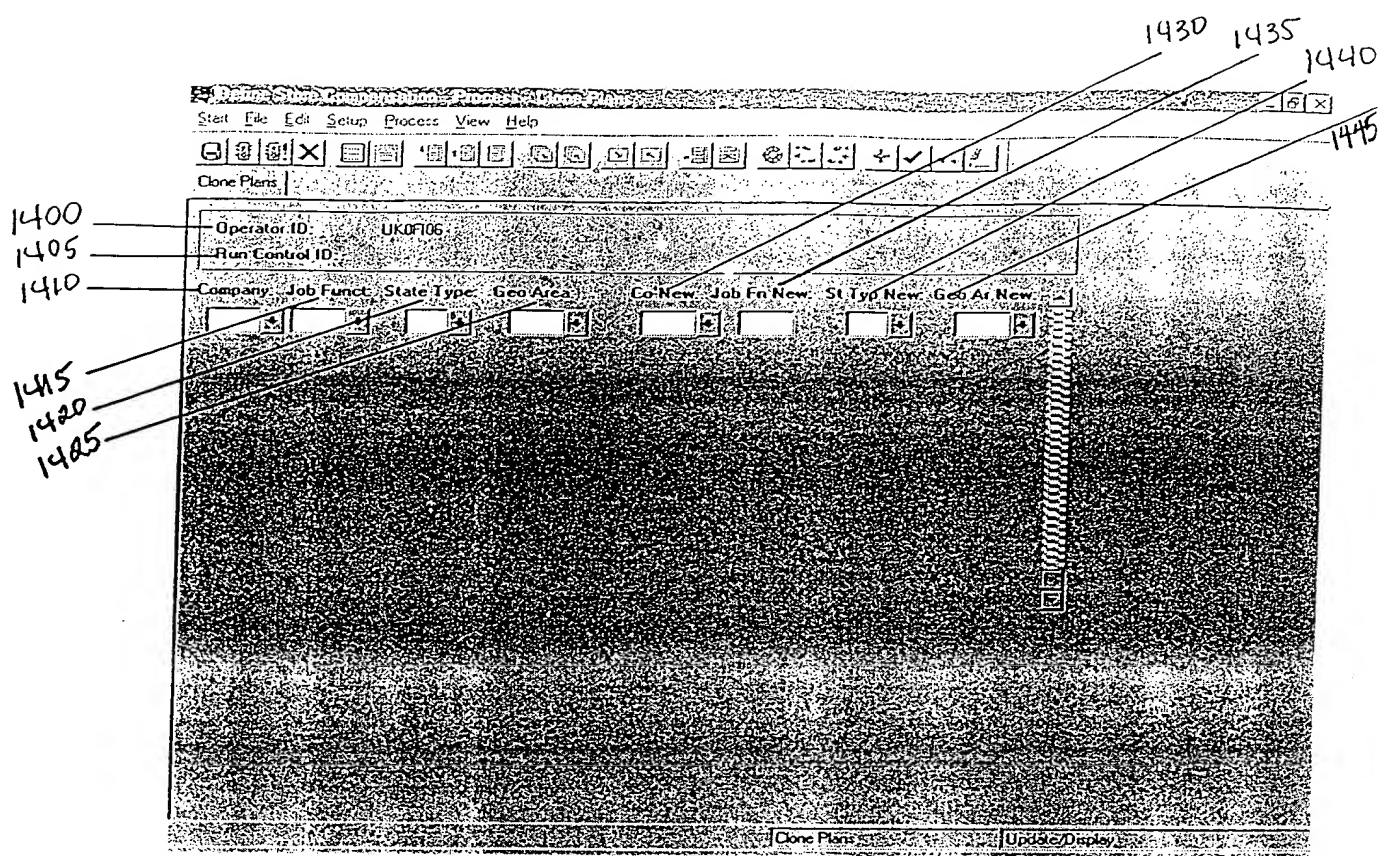
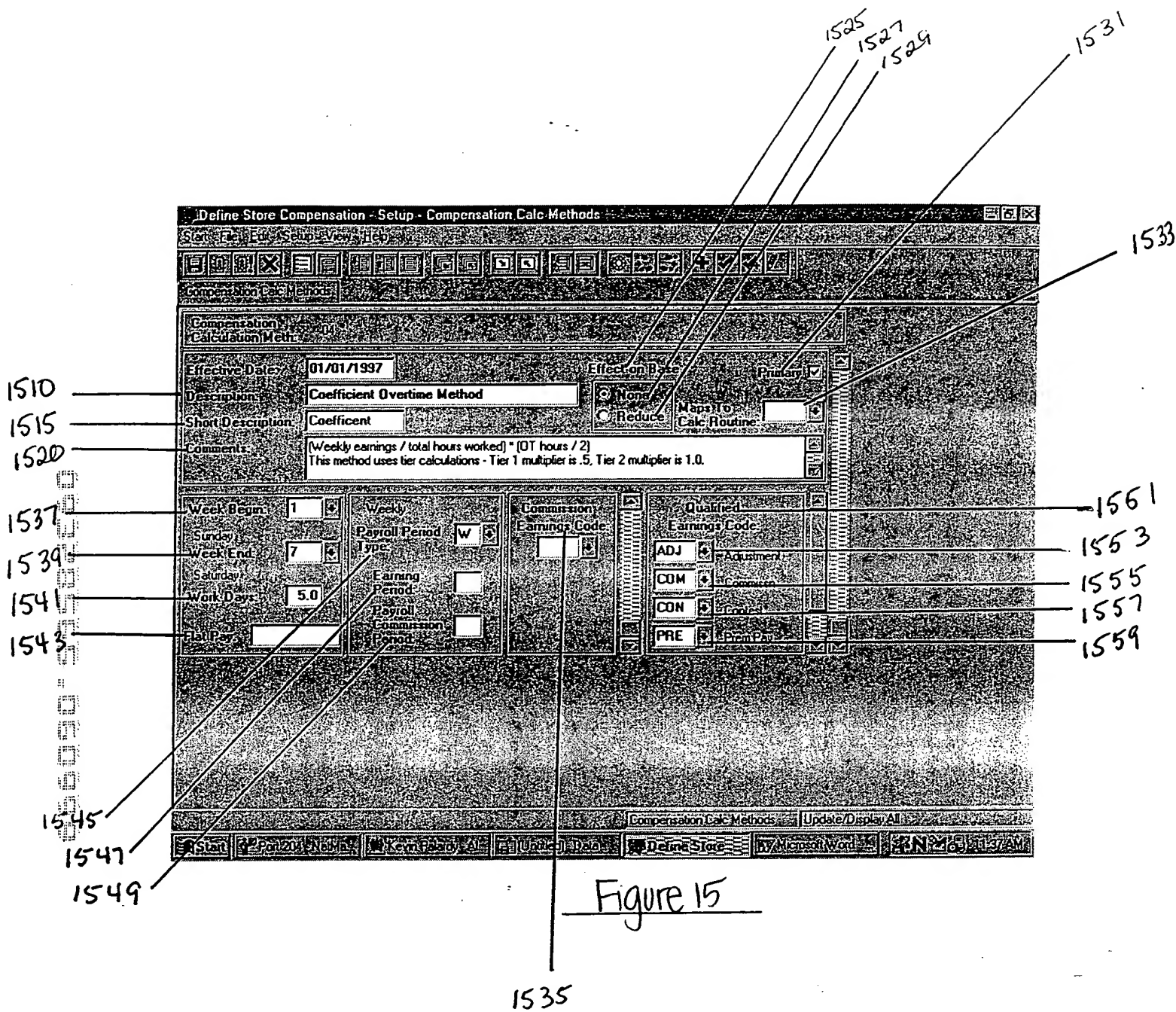


Figure 14



1700

1702

1704

1706

1708

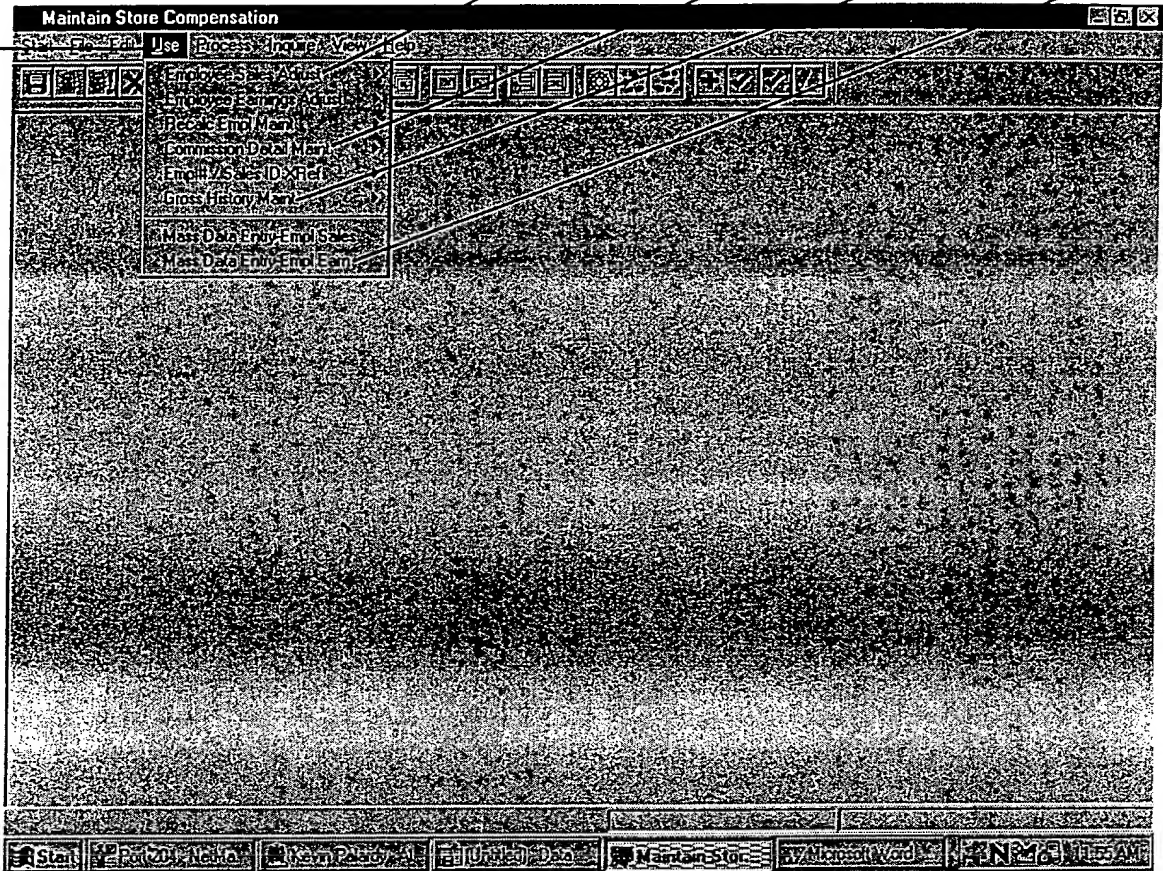


Figure 17

Maintain Store Compensation - Use - Employee Sales Adjust

Emp ID	Doc Type		
Department	06452	Store	0642
		Tumbul P	
		Tumbul P	
		Connection	
Item Num	0001140103010	Skid	08959280000
		Sales Date	05/01/1999
Sales Quantity	1	Sales Amount	4.24
		Multiple Commission Ind	N
Merchandise Department	095	Company	LFL
Rec'd	<input checked="" type="checkbox"/>		

End User: Location:

Figure 18

Figure 19

2010 2035 2040

2000 2005 2015 2030 2035 2045 2050 2055 2030

Maintain Store Compensation - Use - Gross History Maint.

Emp ID: [] DOE, JANE

Earnings Code: COM Wk End D: 06/27/1993 Pay Date: 06/27/1998

Department: 06492

☐ Recalculation Indicator Company: LFL Pay Group: BW1

☒ Paycheck Feed

Employee Pay Hours: [] Employee Pay Amount: 4.00 Pay Amount: []

Start: [] Payroll: [] Payroll: [] Microsoft Word: [] Union: [] Maintain: []

Figure 20

Maintain Store Compensation - Use - Mass Data Entry-Empl Earn

Start Date: 06/15/98 Process: Input: View: Help

EmpID: [] DE JANE
DeptID: 06492 Store: 06492
Eam Code: COM Commission:
Empl Earn Dt: 06/27/1998
Empl Pay Adj Dt: 05/12/1999
Empl Pay Hours: []
Empl Pay Amt: []
Week End Dt: []
Business Day: []
Recalc: ☒

2100
2105
2110
2115
2120

2145

2125
2130
2135
2140

Start | WordPerfect 6.0 | Microsoft Word | [Untitled] Dots | Maintain Stores | N 2160 12:35 PM

Figure 22

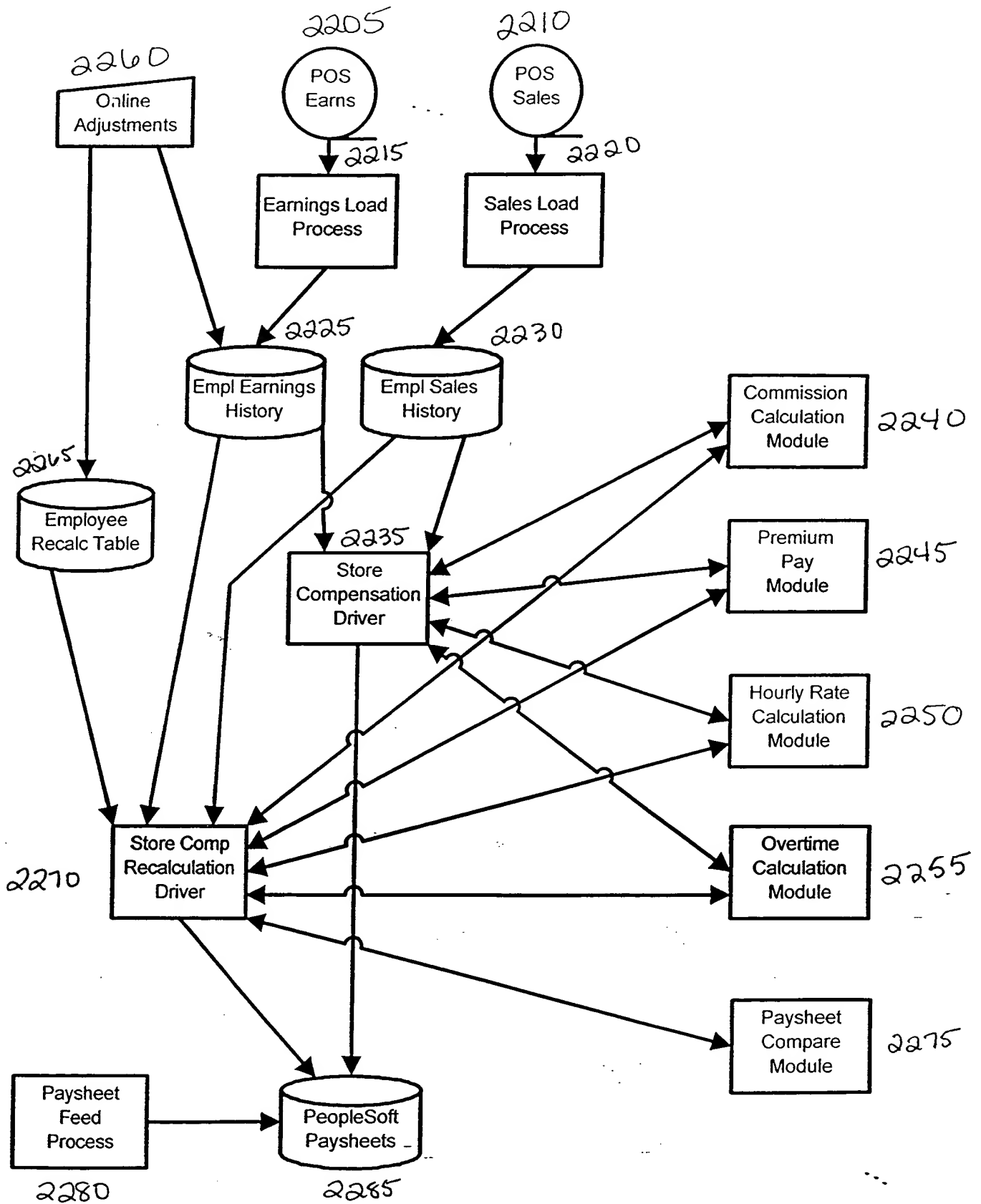
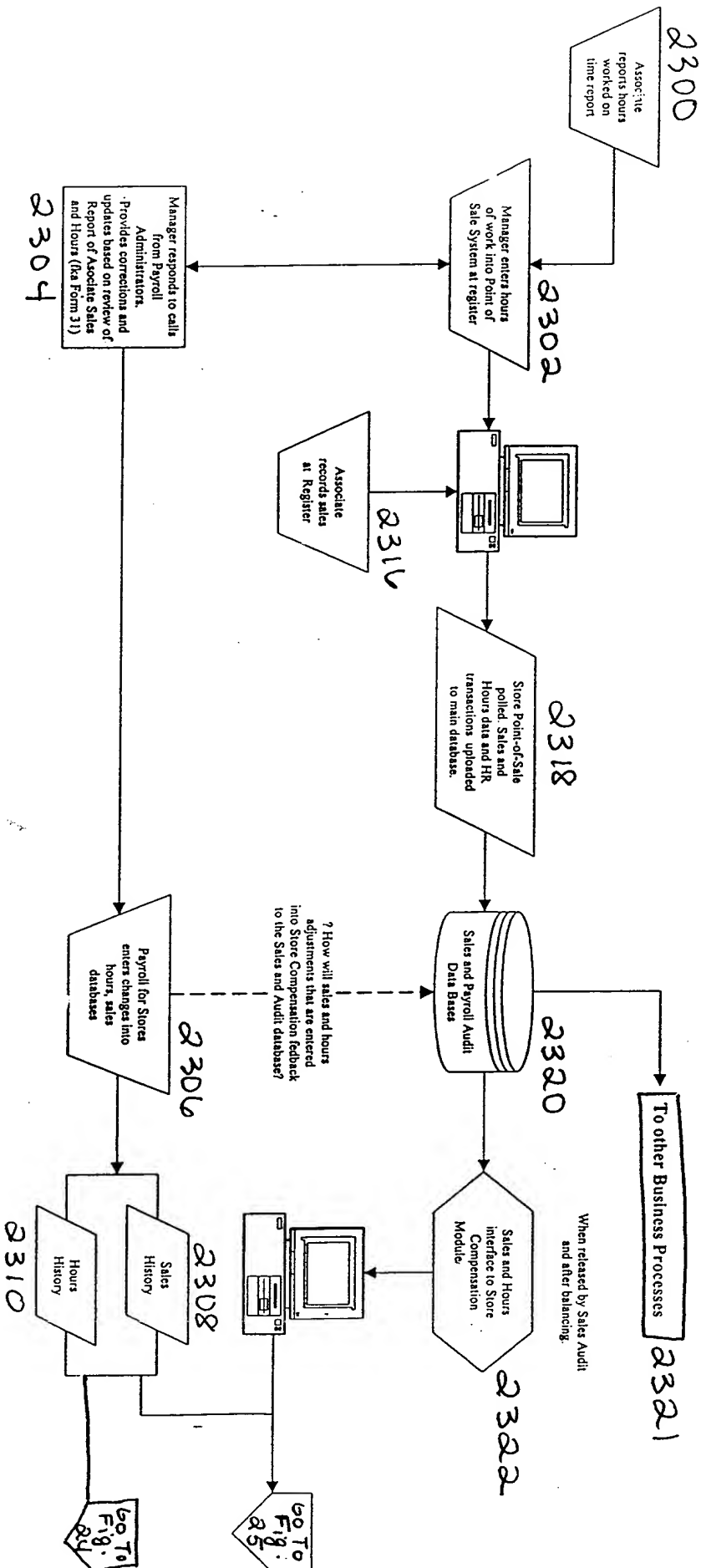
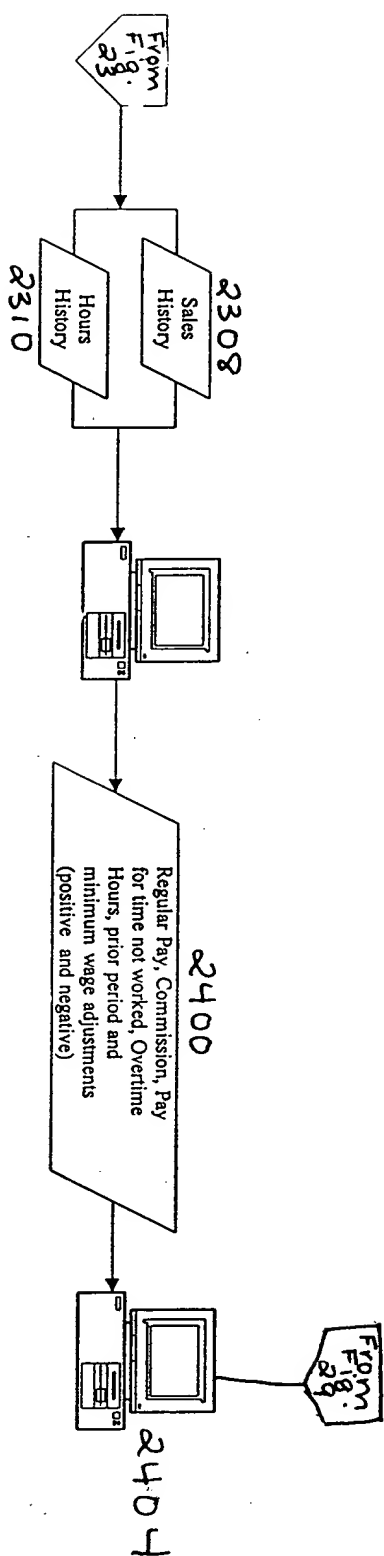


Figure 23



Approved for Release by NSA on 09-08-2013 pursuant to E.O. 13526

Figure 24

[illegible]

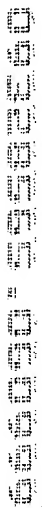
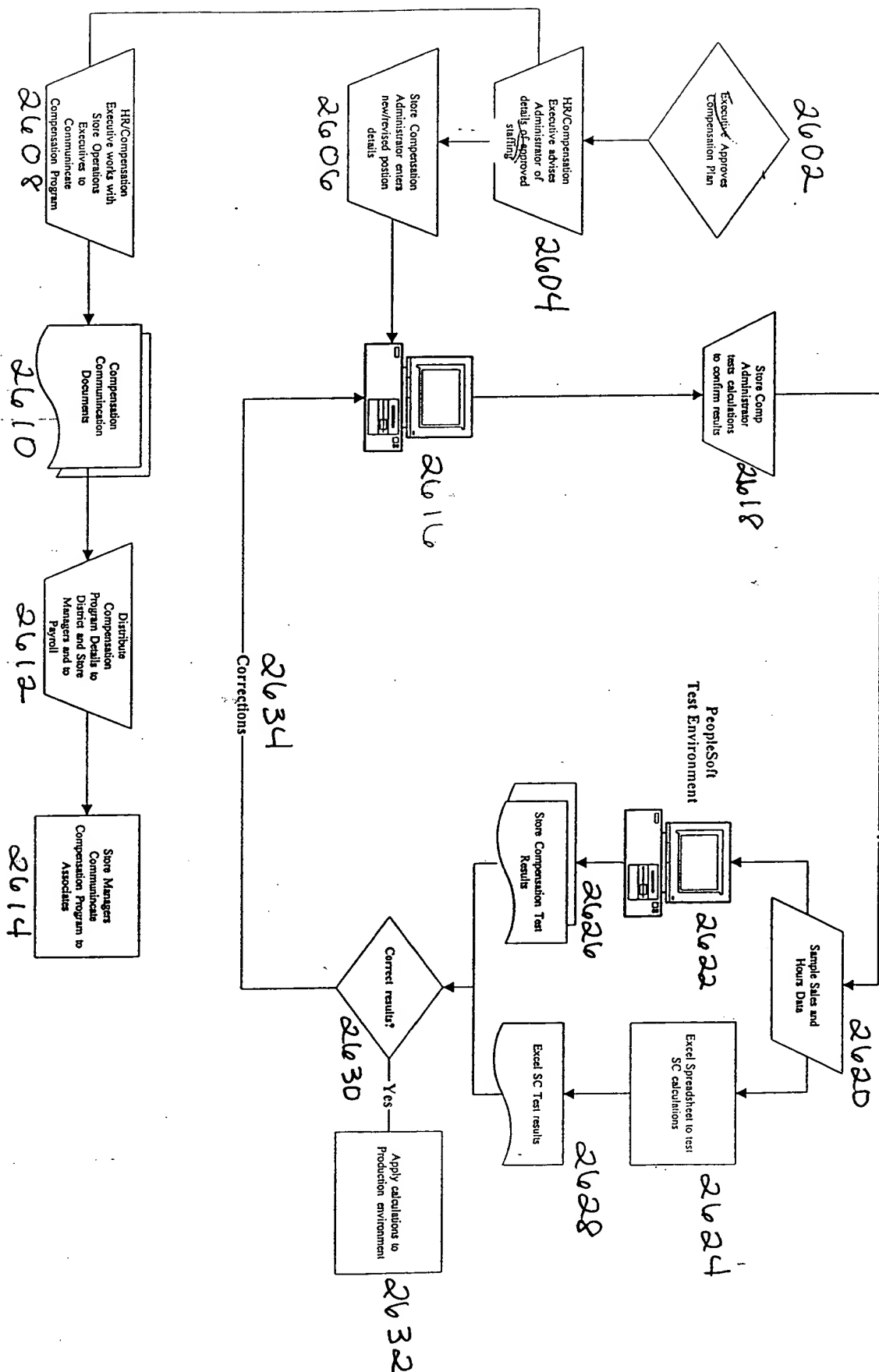


Figure 26



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